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ABSTRACT

Edited versions of speeches presented at the conference are presented in the document. Section 1, Women in the Fields of Government, Education, Trade Unions, Business and Industry, presents personal accounts of women in nontraditional occupations. Speakers include Betty Southard Murphy, Lucille Maurer, Barbara G. Kilberg, Ruth Weyand, Julia M. Walsh, and Eva S. Poling. Section 2, The Role of Government, Non-Government Organizations and Voluntary Associations in Promoting Nontraditional Training and Employment Opportunities for Women, highlights steps taken in the United States to promote employment opportunities for women. Speakers include Mary N. Hilton, Pearl Spindler, Sandra K. Carruthers, Dorothy B. Ferebee, Agnes M. Dill, and Mary Hallaren. Audience reaction in the form of questions to the speakers, a preface, biographical notes, and opening remarks by the Secretary and the Undersecretary of Labor are included. Major themes are outlined, and ways women can enter previously closed fields and how nontraditional occupations can be promoted are suggested. A list of conference participants and materials distributed to them are appended. (LH)

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NONTRADITIONAL OCCUPATIONS

for

WOMEN OF THE HEMISPHERE

The U. S. Experience

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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Report of a Conference
Sponsored by
The United States Delegate to
The Inter-American Commission of Women
and
Women's Bureau
Employment Standards Administration
U. S. Department of Labor

August 9, 1974

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PREFACE

The "Conference for Women of the Hemisphere on Nontraditional Occupations and Career Opportunities--The United States Experience," held in Washington, D.C. on August 9, 1974, was sponsored by the U.S. Delegate to the Inter-American Commission of Women and the Women's Bureau of the United States Department of Labor. It marks the first time that a conference for women leaders was sponsored by the United States Delegate. The Conference was a cooperative effort between a government agency and the representative to an inter-American organization, both involved in the expansion of the role of women--a concern shared by countries of the Western Hemisphere--the participation of women in the economic life of each nation.

Why a conference on nontraditional occupations and careers? The conference theme grew out of the conviction that one way to improve the employability of women,as well as to close the disparity of income between men and women, is to promote their entry into nontraditional occupations and careers. The Women's Bureau has been in the forefront of this effort to enable more women to assume responsibilities along with men in the more skilled, higher paying jobs.

The area of skilled trades and apprentice jobs is one of the projected growth areas for employment, and one in which women are for the most part unrepresented. This includes the occupational categories of craft and kindred workers, operatives, and nonfarm laborers.

These occupational areas are also ones which command a higher pay rate. In common with careers in politics, banking, law, medicine and engineering, among others, in which women are also under represented, they have been traditionally considered masculine fields. That is what makes all of them "nontraditional" occupations for women--the predominance of males in those fields--and the predominance of women in lower paying occupations traditionally considered the province of women: domestic workers, beauticians, teaching, nursing, and social work, among others.

In the past several years, women in the United States have seen and experienced significant breakthroughs which have advanced their employment possibilities, career and vocational opportunities, and their overall status in the work force. These breakthroughs have been greatly determined by changing attitudes, effective legislation and enforcement of that legislation. However, the women themselves with their tenacity, increased awareness and willingness to work together in a supportive manner, have been a decisive factor in bringing about changes which have resulted in their active participation in the economic life of the country.

The focus of the first part of the conference on women who have broken down the barriers, who embody achievement in their chosen fields of endeavor, recognizes the importance of sharing our knowledge and experience so that more women can benefit from them. Women in nontraditional occupations, such as in high-level appointive government positions, in politics, in higher education, law, trade unions, business and industry, gave first hand accounts of their experiences.

The second part of the conference highlighted the steps taken in the United States to promote employment opportunities for women. The roles played by organizations, voluntary associations and government, particularly the Women's Bureau and commissions on the status of women, the legal framework prohibiting sex discrimination in employment, and innovative training projects are behind the breakthroughs achieved by individual women.

Sharing of the experience of women in the United States, the narration of their role in diverse fields, coupled with the study of the steps taken to achieve those advances, serves several very useful purposes. It offers persons and organizations a greater insight into the status of women, problems they face, and possible solutions. It provides women throughout the Americas with a basis for comparison of their experiences, and it speaks to the similarities between all women of the Hemisphere, recognizing that historical experiences of each nation of the Americas, while similar in certain respects, are not uniform.

It is hoped that this report will be of assistance in identifying problems women face, approaches toward solving them and promoting the exchange of information and ideas between the Americans of the Hemisphere.

In a modest way, this document hopes to redress the neglect women have suffered on the part of historians, economists, and other scholars. A report such as this, recording women's activities,contributes to increasing the visibility of women, strengthens communications between governments and individuals, and brings all of us closer together in the knowledge that we can all learn from one another.

Lourdes Miranda King
Editor

BIOGRAPHICAL NOTES

SANDRA K. CARRUTHERS, Director, Project Better Jobs for Women, Denver, Colorado.

Ms. Carruthers is Director of a program developed by the Bureau of Apprenticeship and Training and operated by the YWCA of Metropolitan Denver. The project places women in apprenticeship or other on-the-job training positions. She previously worked as a teacher, researcher, librarian and in public relations. Her experience includes work with the Upward Bound program at Colorado State College, and the Job Corps extension program of the YWCA of Metropolitan Denver.

AGNES M. DILL, President, North American Indian Womens Association.

Ms. Dill was born on the Isleta Pueblo, New Mexico. She worked as a teacher in the Concho School, Fort Sill Indian School, Sequoyah School, and the Chilocco Indian School in Oaklahoma. Ms. Dill was Assistant Director of the Community Action Program at Isleta and has been actively involved in tribal affairs. She was instrumental in obtaining for women the right to vote in tribal elections.

DOROTHY B. FEREBEE, M.D., Lecturer in Preventive Medicine, Tufts University School of Medicine, Boston, Massachusetts.

Dr. Ferebee, former chairperson of the District of Columbia Commission on the Status of Women, is a member of the D.C. Commission of Human Rights and of the U.S. Department of State Advisory Committee on African Affairs. In 1971, Dr. Ferebee received the Edward Hitchcock Award of the American College Health Association for outstanding contributions in the field of college health. She served as the Medical Director of the Howard University Health Service from 1947 until 1967, and as Medical Supervisor for Health Affairs. Dr. Ferebee graduated from Simmons College, and received the M.D. degree from Tufts Medical School.

MARY A. HALLAREN, Col. (Ret.), Executive Director of Women in Community Service, Inc., Washington, D.C.

Col. Hallaren is a former Director of the Women's Army Corps, in which she served in the United States and Europe from 1942 until her retirement in 1960. She has received many awards and decorations, among them the Bronze Star Medal, Legion of Merit and the Croix de Guerre avec l'Etoile de Vermeil. Prior to her military career, she was a teacher in remedial reading.

MARY N. HILTON, Deputy Director of the Women's Bureau, U.S. Department of Labor, Washington, D.C.

Ms. Hilton served in the President's Commission on the Status of Women from her appointment as Special Assistant in 1961 until its work was completed with the presentation of its report, American Women.

RITA Z. JOHNSTON, United States Delegate to the Inter-American Commission of Women, Organization of American States.

Ms. Johnston is a past president of the Pan American Liaison Committee of Women's Organizations, the American Association of University Women (Bethesda-Chevy Chase, Md.). She has been chairperson of the Rock Creek Women's Republican Club and many other organizations. She is experienced in public relations, fund raising and promotion on behalf of numerous voluntary and political organizations and candidates. She received the Honorary Doctor of Humane Letters Degree, the B.S. and the R.N. degrees from Nazareth College of Rochester, New York.

BARBARA GREENE KILBERG, Vice-President for Academic Affairs, Mount Vernon College, Washington, D.C.

Ms. Kilberg is an attorney most recently with the Washington, D.C. firm of Arnold & Porter and has served as a White House Staff Assistant from 1969 to 1971. She is a National Vice-chairperson of the National Women's Political Caucus and member of the Governing Board of Common Cause. A graduate of Vassar College, Ms. Kilberg received the M.A. from Columbia University and the law degree from Yale Law School in 1969.

LUCILLE MAURER, Legislator, Maryland House of Delegates.

Since 1969, Ms. Maurer has represented District 19 in the Maryland House of Delegates, where she has served in the Ways and Means Committee and the Legislative Council. She is Vice-chairperson of the Montgomery County Delegation and sponsored the Maurer school finance plan which once adopted prevented a $20 million loss of state aid for Montgomery County. Ms. Maurer received the M.A. degree from Yale University.

CARMEN R. MAYMI, Deputy Assistant Secretary of Labor, Director, Women's Bureau, U.S. Department of Labor, Washington, D.C.

Ms. Maymi was appointed Deputy Assistant Secretary of Labor in June 1973. She previously served the Women's Bureau as Assistant Director for Program Development and a consultant, after working for the President's Cabinet Committee on Opportunities for the Spanish Speaking, where she prepared "A Study of Economic Opportunity for the Spanish Speaking in the 1970's." Prior to that she was a project director with Volt Information Sciences, Inc. She is a member of the American Council of Education's Commission of Women in Higher Education and the National Conference of Puerto Rican Women, among others. Ms. Maymi received the B.A. and M.A. degrees from De Paul University.

BETTY SOUTHARD MURPHY, Administrator, Wage and Hour Division, U.S. Department of Labor, Washington, D.C.

Ms. Murphy, an attorney specializing in labor, corporate, and administrative law, has been a partner in the Washington law firm of Wilson, Woods and Villalon. Prior to entering law, Ms. Murphy was a correspondent and freelance journalist in Europe and later a reporter with United Press. In 1967, she was awarded the silver medal of the Inter-American Bar Association as the outstanding lawyer of the hemisphere for that year.

EVA S.POLING, President National Association of Women in Construction; Executive Vice-President, Mechanical Contractors District of Columbia Association.

Ms. Poling, a native of West Virginia, has been in the construction industry since her first job as a clerk. Prior to her appointment as Executive Vice President of the Mechanical Contractors D. C. Association, she served as a staff member for sixteen years. She now represents the Association in dealings with government agencies, in labor negotiations and on the Washington Plan Review Committee.

PEARL SPINDLER, Chief, Division of Legislation and Standards, Women's Bureau, Washington, D.C.

A member of the District of Columbia Bar Association, Ms. Spindler, provides technical assistance to government agencies, voluntary organizations, international bodies and others, on the employment and status of women. She received the law degree from George Washington University.

JULIA M. WALSH, Vice-Chairman of the Board, Ferris & Co., Inc. Exchange Official, American Stock Exchange.

Before becoming Vice-Chairman of the Board of Ferris & Company Ms. Walsh was its Senior Vice-President and a General Partner. She previously worked as a Personnel Officer at the American Consulate General in Munich, Germany. Ms. Walsh is associated with many business, community and educational institutions. She is Chairman of the Advisory Board of the Simmons Graduate Program for Women in Management and Director-at-Large of the Metropolitan Washington Board of Trade, among other activities.

RUTH WEYAND, Associate General Counsel, International Union of Electrical, Radio and Machine Workers, Washington, D.C.

An attorney, Ms. Weyand was formerly Assistant General Counsel of the National Labor Relations Board in charge of Supreme Court litigation, where she argued landmark cases on workers constitutional rights. For twenty years she has been a member of the National Legal Committee of the NAACP, working on cases involving racial discrimination. Ms. Weyand received the B.A. degree from the University of Minnesota and the law degree from the University of Chicago Law School.

Message from Peter J. Brennan,
Secretary of Labor

Your presence here today demonstrates a shared commitment to an issue that concerns not just citizens of the United States, but people around the world--improving the economic welfare of women.

A key to expanding women's economic role is to close the earnings gap between women and men by encouraging women to enter nontraditional jobs.

We can take pride on some of the conditions that are encouraging women to take their rightful place in these highly-skilled, higher-paying occupations.

--Women in the United States and other countries are benefiting from legislation that permits them to take a larger role in the economies of various nations. Foremost among these are the concepts of equal opportunity for all persons regardless of sex and equal pay for women performing the same jobs as men.

--Changing attitudes are broadening women's choice of careers and increasing the educational, vocational and employment opportunities open to them.

Due to these achievements, more women--including many attending this conference--are entering traditionally male-dominated occupations.

While this progress is encouraging, there still remains the great task of assuring that these new job opportunities are available to all women in all countries, not just a few.

Achieving this goal calls for the type of cooperation and exchange of ideas this conference represents.

Additionally, business, industry, labor and government--both at home and abroad--must continue to cooperate in eliminating barriers which prevent women from pursuing and advancing in careers of their choice.

More women must receive the encouragement and training necessary to prepare for and seek meaningful jobs.

In calling this conference, Carmen Maymi, Director of the Labor Department's Women's Bureau, and Rita Johnston, U.S. Delegate to the Inter-American Commission of Women, make it possible to explore even more avenues for action. I am confident that the ideas and information you share today will translate into new breakthroughs for women throughout the Western Hemisphere and the rest of the world.

Remarks by Richard F. Schubert
Undersecretary of Labor

All of us are today keenly aware of the need to find new sources of energy. Considerable attention is being directed in the United States and elsewhere to seeking out and prying out energy from such exotic sources as the wind, from refuse, from the heat of the earth's mantle, from the sun.

But there is another source of energy too often overlooked, a source that can not only help provide the productive power needed if the world is to meet the enormous demands created by populations with rising expectations, but a source that is a powerful wellspring of the kind of imagination, intelligence, creativity, and compassion that have always been in short supply and are today needed more than ever before. That neglected source of energy resides in the unused potential of women.

I say "unused" because compared with what can be and what should be, it is unused. And that is discouraging to all of us.

But in a historical sense, in the sense of tracing the trends of the past as they arrow toward the present and drive toward the future, we see the picture of women awakening to their potential and societies awakening to the need to use that potential.

And that is a source of encouragement to all of us. Certainly, this view is supported by a whole series of American court decisions and decrees arising out of our enforcement of the Equal Employment Opportunity statutes.

For example, largely as a result of our initiatives, nine of the largest steel companies in the United States have agreed to pay almost $31 million back pay to persons deprived of opportunity through past--almost traditional--patterns of discrimination. The agreement, which involves women as well as minority groups, also looks to the future by opening up additional job opportunities.

In addition, the same pursuit of equal treatment resulted in a historic decision requiring the largest communications company in the United States to make one time back payments totalling some $15 million to 15,000 female employees who had been deprived of their full measure of equal opportunity. The court determination in this instance also produced an agreement whereby the company will initiate new promotion and pay policies and compensatory wage adjustments that will increase wages for many women and other employees by $23 million a year.

I cite these instances for several reasons.

First, they reflect not only an idea--equal opportunity for women--whose time has come, but the time is at hand when this idea is increasingly being translated into action, more today than yesterday, less today than tomorrow.

Second, since our legal system operates through precedents, each such case supports action under additional cases, though I have no doubt that American industry, seeing this clear handwriting on the wall, will increasingly voluntarily make sure that they are in deed, as well as word, providing equal opportunity for women and others.

One final comment on the fact that opportunities are being opened for women as never before, and that the greatest opportunities for young people graduating from college in our society today are for young women graduates. This wave of opportunity is by no means restricted to those with college or professional degrees. Every day we read about a new field that is benefiting from the presence of women. Women are doing police work, putting out fires, building walls, stringing cable, entering our Maritime Academy, and in short making society aware that they are capable of performing well in non-traditional kinds of work situations.

The question now is not whether women can do such work, or whether they will be permitted to do such work, but whether they will prepare themselves in adequate numbers through training for entering the many doors now being opened for them.

And so, if there is any message that I would like to leave with women of this hemisphere today it is this: Prepare yourselves to seize the opportunities, for the opportunities will be there.

Opening Remarks by Mrs. Rita Johnston
United States Delegate

Announcement of the observance in 1975 of International Women's Year has focused the interest of a large number of people--both men and women--in the great movement towards equality and new options for today's women. I find that people are now looking more closely at all aspects of this effort, international as well as domestic, and in the brief time allotted to me I should like to speak about the work and the contribution of the Inter-American Commission of Women in this area.

It is a pleasure to quote from the programme for International Women's Year 1975 and announce that we are among the first to implement one of the charges of that programme. As you know the themes for IWY are equality, development and peace. One of the suggestions to foster the development theme calls for actively encouraging women to train for and enter nontraditional occupations, providing proper guidance and counselling and expanding co-operative programmes among women of different countries that would contribute to international understanding through shared endeavors. The IACW is a Specialized Agency of the Organization of American States (OAS);its Secretariat is located here in Washington at the Headquarters of the OAS. I am accredited by the Department of State to serve as the United States Delegate to the Inter-American Commission of Women.

It is an honor to the Western Hemisphere that the first organization to declare itself against discrimination on the basis of sex and to take concrete measures to combat discrimination, was the Organization of American States (OAS). Its Charter, adopted at the Ninth International Conference of American States, in Bogota (1948) and amended by the Protocol of Buenos Aires in 1967, categorically declares that the American States proclaim the fundamental rights of the individual without distinction as to race, nationality, creed, or sex.

The birth of the Inter-American Commission of Women, goes back to the Fifth International Conference of American States, held in Santiago,Chile, in 1923, which pointed out the duty to struggle for the granting to women of the same political and civil rights enjoyed by men. The Sixth International Conference of American States, held in Havana in 1928, established the Inter-American Commission of Women and the Inter-American system thus created the first intergovernmental organization in the world to be founded for the express purpose of working for the rights of women.

Since that time, American women from every part of the hemisphere, have been carrying on a brave, resolute, manyfaceted struggle for political and civil rights. Over the years, they

have created a favorable climate that has enabled them to achieve or encourage the granting of political rights and the amendment of Civil Codes throughout the hemisphere. It must be stressed that all this has been made possible by the creative impact of the Organization of American States (OAS) and the financial support provided by the system.

The Inter-American Commission of Women has obtained the approval of three instruments at the highest international level. In 1933, twenty American countries, meeting in Montevideo at the Seventh International Conference of American States, signed the Convention on the Nationality of Women, which established that "There shall be no distinction based on sex as regards nationality, in their legislation or in their practice." This was the first convention on the rights of women to be adopted at an international conference. At the Ninth International Conference of American States, held in Bogota in 1948, the Commission succeeded in having two Conventions signed: the Inter-American Convention on the Granting of Political Rights to Women, which states that the right to vote and to be elected to national office shall not be denied or abridged by reason of sex; and the Inter-American Convention on the Granting of Civil Rights to Women, which establishes that the American States agree to grant to women the same civil rights that men enjoy.

The Inter-American Commission of Womem has actively participated in the implementation of conventions and recommendations of important international organizations that have been ratified by the countries of the hemisphere, such as the ILO Convention No. 100, on "equal pay for equal work" and the Convention No. 111 on the elimination of discrimination in employment.

The efforts carried out by the Commission to achieve full application of the UNESCO Convention in the elimination of discrimination in education have been particularly significant, as they are aimed at enabling all women of the hemisphere to have equal access to all educational institutions and all study programs. To this end, the Inter-American Specialized Conference on the Integral Education of Women was held in Buenos Aires, Argentina, in 1972, for the purpose of studying the problem and planning activities designed to improve educational opportunities for women.

During more recent years the Commission moved on to a new task, to which it has devoted great efforts--the task of narrowing the gap between the juridical mandate of a law--sometimes at the constitutional level, and its projection in terms of the real situations of everyday life, which are even more strongly influenced by prevailing attitudes, prejudices and social conventions and mores. We strive to bring the de facto situation of women in line with the de jure or legislative condition, for without this, reform cannot be considered fully achieved.

In order to narrow the gap between acquired rights and their practical application, the First Regional Seminar on the Civil, Political, Economic, Social and Cultural Rights of Women was held by the Commission in San Salvador in 1951. At this seminar, a study was made of the measures that should be adopted in order to ensure that women may effectively exercise their rights in every field of work. Subsequently, the Meeting of Technicians and Leaders of Women's Labor Bureaus was held in Mexico in 1957; and the Inter-American Seminar on the Strengthening of the Family was held in Venezuela in 1960.

Fortunately, change is the main feature of social groups and the Inter-American Commission of Women has kept in tune with the changing spirit of the Americas in order to reflect in its own programs our nations' most positive aspirations and needs. It amended its Statutes in 1968, in order to expand its primary functions by adding to the political and civil ones on which it had already worked the struggle to enable American women to exercise economic, social, educational and cultural rights, to encourage her participation in community life and promote the integration and participation of women through leadership courses, seminars, National Committees of Cooperation and other group activities.

Several countries have made fundamental changes in their laws in order to eliminate all discrimination against women and some have adopted legislation granting them the same rights as men. The Inter-American Commission believes that it has been instrumental in the achievement of these reforms.

The Commission has also promoted the establishment of Women's Bureaus throughout Latin America. It is conducting an on-going campaign to persuade governments to establish such offices in countries where they do not yet exist and to strengthen them in countries where they have already been established.

Women now have the right to hold public office, by election or by appointment; they are entirely free to participate in the business world, to practice professions and to pursue studies at any educational level in every country in the hemisphere. However, despite all these advances, women still play a very limited role in the various fields of human endeavor. The viewpoint of women does not carry weight in the major decisions that affect the lives of nations; the woman's potential does not yet act as a driving force for development in the American countries.

In the early sixties, the Commission again expanded its goals on the basis of the experience gained in this field.

It became evident that, although their civil and political rights had been widely recognized, most women were not well enough informed

or aware enough of the meaning and significance of their rights to be able to fully carry out their civic responsibilities. The Inter-American Commission of Women Leaders, therefore created the Inter-American Program for Training Women Leaders, under which it has already organized nine courses. It has also held four seminars on the incorporation of rural women into community development and two on the problems of Indian women. Every year, the Inter-American Commission of Women also conducts ten seminars at national levels to provide training and leadership techniques and ten seminars on problems of young women. Finally, this year four national courses have been offered, with the collaboration of technical departments of the OAS, with specific programs for women leaders: three courses on social security, in Costa Rica, El Salvador and Honduras, and one seminar on cooperatives and youth, in Paraguay. These excellent training programs are funded jointly by the host country and the Commission.

The Commission has held twenty Assemblies in various member countries, in order to establish guidelines to better enable it to fulfill its purposes and to promote closer relations between the delegates of member countries and women's associations at the hemispheric level.

The influence of the Inter-American Commission of Women has been felt at the international level. It is a pioneer in its field, having been established even earlier than the United Nations Commission on the Status of Women, which was created largely at the initiative of Latin American women leaders. In 1970, the United Nations Commission adopted a resolution recommending the creation of other regional intergovernmental organizations similar to the Inter-American Commission of Women. The League of Arab States established its Commission in 1971. Similar ones are being planned in Africa and Asia. The Inter-American Commission reports on its regional programs at each session of the UN Commission of Women and has done so regularly since the establishment of the latter in 1946.

It would take too much time and be too repetitious to detail the past achievements and outline the work IACW has yet to do to contribute through women to the progress of America and the well-being of the American peoples. It is worthwhile, however, to mention the Latin American Integration Program, aimed at encouraging women to participate and cooperate more fully in the dissemination of its principles, objectives and goals. Since 1967, the Commission has held five seminars for women on this highly important subject. And we have recently added a new task, working for American unity based on the permanent unity of our historic destiny. Our nations are all sisters and this sisterhood is particularly evident in the fundamental solidarity of Latin and North American women. There can be no stronger unifying factor, no group more willing to participate in this process or more open to its needs and opportunities of the future.

Opening Remarks by Carmen R. Maymi,
Director, Women's Bureau

The Women's Bureau is pleased to have an opportunity to co-sponsor this conference which will, we hope, open new vistas for the women of the Americas. I am well aware that in some countries there is greater acceptance of women in nontraditional jobs than in others, but I think it fair to say that in every country there is room for improvement. For that reason, it may be profitable to review what progress has been made and examine the steps that have made that progress possible.

In this conference we will have the privilege of hearing from some outstanding women who have made breakthroughs in nontraditional occupations. They will share their experiences with us and report on what is happening in their respective fields to provide more opportunities for women and more recognition of their potential.

Here, in the United States, we have been acutely aware that the majority of women workers were concentrated in the low-skilled, low-paid jobs--most of them traditionally thought of as "women's work." This has been true since women first began to move into the work force to be mill hands, household employees, clerical workers, teachers and nurses.

As service industries have taken over more and more of the tasks once done in the home, women have found employment in such jobs as laundress, waitress, beauty operator, and nurses aide--jobs that perpetuated the sterotypes of what was thought of as "women's work." Even as professionals, women have tended to be most often in the occupations paying lower salaries--social work, elementary and high school teaching, and nursing, rather than in the more lucrative occupations of lawyer, doctor, scientist, college professor, and engineer. Until a few years ago, almost no women were in the crafts and skilled trades.

Sometimes the question arises--why must the occupations that have been traditionally reserved for men be opened to women; isn't it enough that they have jobs? The answer is obvious when we consider the economic status of women as compared to men. On the average, women earn only three dollars for every five dollar men earn. And yet women's need to work and earn a good wage is as urgent as men's. In March, 1972, more than 6 million women who were widowed, divorced, or separated from their husbands--particularly the women who were also raising children--were working for compelling economic reasons. So were the 7.5 million single women workers and the 7 million whose husbands' earnings were inadequate to fully support the family.

But there is another reason. More and more we are coming to realize that women have the same capabilities as do men, but many are working at jobs that are far below their potential. This means the Nation is wasting a large proportion of its human resources, something we can ill afford to do.

And so, nontraditional jobs must be the focus of our efforts to improve the economic welfare of women, for they are the answer to closing the earnings gap between women and men and the answer to the underutilization of women in the work force. Minority women, union women, professional women and all women who choose to work in these occupations will benefit; therefore, we must not let sex discrimination stand in the way.

The United States has made a beginning. We have in place a firm structure of laws and orders that prohibit sex discrimination in education, job training, and employment. Some call for affirmative action, that is, specific programs to recruit, train, hire, and promote women. Employers, who run the risk of law suits or the loss of Federal contracts for failure to comply, are now coming to the Department of Labor for advice and assistance in initiating and conducting affirmative action programs.

Progress in moving women into fields in which men predominate has been slow. However, in the decade 1963 to 1973 we have seen some improvement. For instance, women were 35.7 percent of all professional and technical workers in 1963 and 40 percent in 1973. Their share of managerial and administrative positions increased from 15.3 percent to 18.4 percent, and while they were only 2.7 percent of craft workers in 1963, they held 4.1 percent of those jobs in 1973.

Perhaps it is an exaggeration to call that progress. Perhaps it would be more accurate to term it an encouraging trend which we hope to accelerate. The fact that there <u>is</u> a trend is attested to by an increase in the vocational school enrollment of women. There was, for instance, an increase of 10,116 in the number of women enrolled in technical programs between 1966-67 and 1972. In the same period, the number of women enrolled in trade and industrial training courses rose by 123,872.

The task before us, now, is to make the most of the trend toward more women in nontraditional jobs, to see that it grows and eventually becomes an accepted pattern of life. The greatest barriers we are encountering are the negative attitudes toward women in jobs generally thought of as "men's work."

Many employers and unions still insist that women are not capable of filling certain jobs. However, there are <u>some</u> women in every job category listed by the Bureau of the Census. Many women, it is true, cannot do heavy work, but by the same token

there are men who cannot lift and carry heavy loads, dig ditches, or handle huge trucks. Obviously, hiring and assigning jobs must be done on the basis of individual ability rather than on the sex of the worker.

How do we correct the resistance which exists against women in nontraditional jobs and change these attitudes? Strict enforcement of laws prohibiting sex discrimination in employment is important because it opens the door to women and gives them an opportunity to show that they are capable. As they are able to demonstrate their abilities, they will build public confidence and achieve public acceptance. Those who achieve their goals will serve as role models for others, particularly for girls and young women just planning their careers. A young girl who sees her mother as an engineer may aspire to a similar career. Her brother will grow up feeling that there is nothing unusual about such careers for women.

Schools and colleges, women's organizations, unions, families and friends can help by being supportive of and encouraging women who choose nontraditional jobs. Employers can pave the way for women's acceptance in areas of employment where men predominate by sensitizing all employees to the changing social patterns which permit women to have a larger share in business, industry, government and other facets of the Nation's life.

Women, themselves, must think in terms of new opportunities and new life styles. They must rid themselves of the stereotypes that have relegated them to a few occupations and careers which in all too many cases have been less than self-fulfilling.

Most important of all is the need for educational and informational programs that will inform women of their job rights, that will help employers formulate policies and programs in line with the requirements of the laws on sex discrimination, and that will create a climate of acceptance among the public.

The Women's Bureau is focusing on this need through a number of channels. We have conducted consultations with representatives of business, industry and unions, stressing the need for and techniques of affirmative action programs. We have worked with the Bureau of Apprenticeship and Training in the Department of Labor to open more apprenticeships to women, and we are now planning a series of Apprenticeship Outreach conferences. We have encouraged the establishment of information and referral centers, where women can get the information they need about training and employment. We have worked with women's professional organizations and with groups of union women interested in promoting women in nontraditional jobs.

We have had a special concern for women of minority groups--blacks, the Spanish speaking, the American Indians, and the Asians. Many are disadvantaged in areas of education, experience and motivation. Some have difficulties with the English language which hamper training and employment. We have initiated conferences for and by them and have worked with their leadership on special programs geared to their needs.

I hope today's program will reveal the commitment of the United States to a concept that is central to our democratic way of life--the individual's right to choose. However much we may resist change, new ideas, a new social order, we always come back to the principle that women, like men, have the right to choose their own life style, the kind of work they will do, and the contribution they will make to our society.

SECTION I

Breakthrough Experience and Upgrading of Women in the Fields of Government, Education, Trade Unions, Business and Industry

"WOMEN IN APPOINTIVE GOVERNMENT POSITIONS"

(Remarks by Betty Southard Murphy)

My task this morning is very hard. I was asked to talk about myself, my three nontraditional jobs and it is very difficult to talk about myself; I would much rather talk about Title VII or minority opportunities.

My three jobs were a reporter, a partner in a Washington law firm, and now administrator of the Wage and Hour Division of the Department of Labor, a new government appointment. I did not know they were nontraditional. When I was asked to be here today I asked what was meant by nontraditional jobs. "Like yours," was the reply.

I first tried to become a reporter at the age of thirteen. There was an advertisement in the paper for a reporter. I have the type of mother who never told me not to try, and when I told her I was going to try for this job, she said, "Go ahead and try," so I did. The editor was very kind; he didn't laugh at me, and asked me if I planned to go to high school. I said, yes, and he replied, "Well, I really need a full time reporter in the winter time also." So we compromised and I went to work as an office girl. A year later in high school, and during four years, I wrote a daily high school column. Eventually I became a reporter with United Press International after traveling around the world writing for two years. I had an idea that I wanted to be the Supreme Court reporter and thought I should get better qualified by taking courses at night--constitutional law and legislation. After those two courses I was completely hooked, and loved it.

I became a lawyer, first for the Labor Board and then in private practice. Again, I was not aware that this was a non-traditional job. I had to be sensitized before I became more aware. I was very lucky in the law. I handled cases all over the country, arguing nine of the eleven Court of appeals and tried cases in about nineteen states.

In 1968, I received a questionnaire from Professor White at the University of Michigan. He was doing a survey for research on women lawyers. He asked in the survey whether I had ever been discriminated against by the clients. I went to the senior partner, a very dignified gentleman, and I asked him. He said, "Oh no, when our clients see you, they want you because they figure if you are with this firm you are twice as good as any man."

At the time I was flattered, then afterwards I thought, "Why do I have to be twice as good as any man? Men don't have to be twice as good as any woman." However, I did have trouble with one client. He refused to follow my advise and I had to fire him as a client; I married him.

My present slot is administrator of wage and hour. In that capacity, I oversee the Department of Labor's responsibilities under a number of labor laws, including the Fair Labor Standard Act, which includes minimum wage provisions, and the Equal Pay Act, which requires that men and women receive equal pay for equal work.

I administer the Age Discrimination Act, which prohibits discriminatory employment practices for persons between the ages of 40 and 65. In addition, I administer child labor, handicap workers, and migrant workers acts.

A woman is freely accepted in the federal government in my position.

I think the very fact that you are here means that you have overcome the odds against women in nontraditional occupations. What I do hope happens in the future is that the term will become obsolete and people will not know what is meant by "nontraditional occupations" because women will be in all occupations.

"WOMEN IN POLITICS"

(Remarks by Lucille Maurer)

As I was thinking about my own first awareness of women in public life, I recalled an episode way back in 1936. Frances Perkins, then Secretary of Labor, and the first woman Cabinet member, arrived, replete with tricornered hat, in our small town in New York state to make a political speech in behalf of Franklin D. Roosevelt. I recalled my sense of amazement and awe that a woman could manage such a responsible role in public life. Yet I simply cannot imagine that a girl in high school today would view such a role as startling. I do not know whether many young women aspire to political office, but certainly by and large women can perceive themselves in such roles.

Changing expectations, at least for me, occurred over a period of time. I had listened to Frances Perkins because I had an interest in government. I pursued that interest in college studies, in working for the federal government and through community activities after I married and had a family. I found considerable satisfaction in participating in the League of Women Voters, but I had no vision of myself in elective office. After a decade of civic work in the community in which I still live I was sought out and encouraged to run.

In 1960 an informal but systematic search was under taken by interested citizens to replace a school board member whose term of office was up and who did not wish to run again. Apparently my name cropped up many times. At a lunch which was called just to discuss potential candidates, the question was finally put to me rather bluntly, "What about you? "Who me," was my response. I have no organization, no constituency, no funds--the thought of the rough and tumble of campaigning horrified me. I was used to asking candidates questions, not answering them. I think women are more deterred by campaigning itself, not by the duties of office. After several weeks of discussions to assess the situation and after receiving assurances of assistance from many individuals, I agreed to run, although I must confess, I was filled with a sense of trepidation. I can laugh now but my first organizational meeting left me unnerved. A notebook was opened. Precincts were listed. At that time, 1960, our county had a population of 340,000. It is a county of some 500 square miles. The task was to find a campaign chairman in each precinct. As names were tossed out, the comments were, "Too bad Susie moved, she would have been good." "Let's see, Jane is pregnant and is due just before election day." Despite the hazards, the election was won--won because of citizen interest in schools, a willigness to work in elections, and an acceptance of women in public office.

Four years later there was a second election. During these years work on school board broadened my own horizons in many ways, not the least of which was a focus on state legislation. I was also chosen for the Maryland Constitutional Convention which was a most unusual opportunity to grapple with very fundamental issues of government structure and the rights of individuals.

By sheer chance, or fate, I was appointed to the Maryland legislature in 1969 when two vacancies occurred in the state legislature, where I was the 6th woman in a House of 142 members. The breakthrough for me resulted from a fairly long training period in community affairs, becoming known in the community, living in a community which was sophisticated enough at that time to accept women, hard work in office, growing self-confidence, encouragement from family as well as friends, and the happenstance of events.

In a real sense, the breakthrough is not getting to the legislature but effective performance once you are there. It includes (1) acceptance of a leadership role, (2) influencing policies of state government and other institutions, and (3) encouraging other wom n to enter and to succeed in public positions.

The acceptance of leadership roles within the legislature is of critical importance. That is committee chairmanship, appointments to the various commissions, attending national meetings, and participating in policy decisions about running the legislature itself. There has been a feeling that women couldn't command the respect of tough politicians (male) or that policy decisions are best made over drinks, or what have you. We are making progress by sensitizing fellow colleagues, but it means continuing efforts.

We should influence policies by pushing for legislation benefiting women and exerting the leverage our office provides. For example, when an appointment to the Court of Special Appeals was being considered by the Governor a couple of years ago, women legislators as well as women's groups urged the Governor to appoint the woman who was among the several persons recommended by the Judicial Selection Commission. Today, Maryland has the first woman judge on an appellate court.

Another example is my concern about credit practices by the banking community and the notable absence of women on bank boards. The Association of Bankers have a lobbyist in Annapolis so I keep asking him questions; we discuss legislation which might be introduced, attend seminars, and generally attempt to focus attention on the problems. We have at least one woman on a bank board now and there is a committee of the Bankers Association encouraging equal treatment of loan applications, etc.

The third item is encouraging more women to enter politics and seek elected offices. Many more women are running for office this year, although perhaps not as many as some had hoped. We cannot overlook a variety of barriers which still exist, even at the state and local levels where the increase in women candidates has been significant. Is the time commitment and patterns of work consistent with family obligations? One interesting aspect of this is that most of the women now in the legislature have obtained the office when their children have reached their teens. So we are older than many of the men. My Speaker, my committee chairman are younger than I am and this adds a subtle dimension to some of the decisions about leadership roles, I suspect. However, some of the women who are running for office are very young women, who are entering before having a family. But men have problems too, such as interruption of career patterns, disruption of family, so I cannot say that the barriers are limited to women. Reentry is another problem. How do you build on experiences you have which do not show-up in paid employment?

I am delighted to report many more women are running in our country for state legislature. One is a young lady whom our Delegation hired as an administrative assistant three years ago. I hope she is elected; she will be a splendid legislator. Nothing makes me happier than to think we have encouraged her to run. So let us hope that elective office for her and for other women will soon be classified as a traditional rather than as a nontraditional employment category.

"WOMEN IN HIGHER EDUCATION AND ADMINISTRATION"

(Remarks by Barbara G. Kilberg)

I am Vice President for Academic Affairs at Mount Vernon College, an excellent small women's college in Washington, D.C. Mount Vernon will be 100 years old in 1975 and has reaffirmed its commitment to be a women's college offering career-oriented Bachelor of Arts degree programs and Associate in Arts degrees that fit the needs of today's women of all differing ages.

As this panel is discussing non-traditional career positions and careers for women and how women have obtained those positions, I have given some thought to how I acquired my job at Mt. Vernon. I noted that the President of Mt. Vernon was a man, the Vice President for Financial Affairs was a man, the Dean of the Faculty was a man. I also noted that I was of interest to Mt. Vernon because I was "different." I was not an academic; I was an attorney with administrative experience and deeply involved in the women's movement. Other women and men were interviewed for the position, and I have been told that the balance was tipped in the favor of a woman because, by being "different," I could bring a perspective and a visibility to the school that was seriously needed. Lesson: First, have skills or experiences that in some way set you apart from the other competent people you are competing with. That is useful if you are a man; it is most necessary if you are a woman. Second, don't turn a position down because you fear that you'll just be a "token." It may be tokenism, but we'll never break down the barriers and change employment practices unless women get in there and take those jobs and, in the process, help change the attitudes and recruit more women to join them.

I thought you would be interested in some figures about faculty positions and salaries in colleges and universities throughout the United States, as well as our experience at Mount Vernon. At Mt. Vernon about 80 percent of our faculty is female and 80 percent of our full professors is female. Salaries between men and women of equal rank are equal. There is not, and never has been, a differential between men and women in salaries. The national averages, however, are very different from the Mt. Vernon experience. Nationwide, colleges and universities employ in teaching faculties approximately 197,000 men and 57,000 women. Only 9.7 percent of these female faculty members have reached the rank of full professor. The average salary in B.A. degree granting colleges and universities is $14,352 per year for men and $11,865 a year for women. Even for women and men at the same degree level and with the same years of teaching experience, the differential in salaries persists.

Why have women fared so much better at Mount Vernon and at women's colleges in general? Simply because women's institutions have historically welcomed women as faculty and promoted them according to their ability. The best professors and finest academic minds I have been exposed to as a student were during my undergraduate days at Vassar, a women's college. Why weren't such highly qualified women on the faculties in significant numbers at the male Ivy League institutions and at co-ed institutions? Simply because they weren't being hired. The only place that women had a fair chance to perform as faculty members and to be promoted to the highest ranks was at the women's colleges. That exclusionary attitude began to break down in the late 1960's and early 1970's and the numbers of women being hired are on the rise.

However, the gap remains wide and the middle and late 1970's will present harsh obstacles to equalization because the educational employment picture overall is looking bleak. Schools are being forced to cut back and economize. Inflation hurts both schools' budgets and parents' pocketbooks. Children of the "baby boom" have already graduated from college; students and parents are re-evaluating the value of a college education; and students are enrolling in proportionately small numbers. All this means a trimming of expenditures, and yet I am receiving about 10 resumes per week and we are a small college. For women, this will mean for the next several years at least that job openings will be scarce. It also will mean that women who were last hired run the risk of being the first fired when job slots are eliminated in economy moves.

The presence of women at the highest administrative levels of colleges and universities is still hard to find. I can only think of two female Presidents of major co-educational institutions, Gail Parker at Bennington College and Jacqueline Wexler at Hunter College. At Bennington, Parker and her husband were hired together, she as President and he as Vice President. I can't help wondering whether the same need to hire the spouse would have been seen if the husband had been selected as president. The presidents of most women's colleges are Catholic nuns. Outside of Catholic women's schools, very few women's colleges have women presidents.

Under Executive Order 11246, as amended by E.O. 11375, the federal government, through the agency of the Department of Health, Education and Welfare, is charged with the responsibility of requiring affirmative action plans for the employment and upgrading of women and minorities at colleges and universities which receive federal funds. To date, after a 9 year history (9 years for race, under E.O. 11246, and 5-1/2 years for sex, under E.O. 11375), only 14 plans have been accepted by HEW,

although over 1,000 universities and colleges come within the purview of the Executive Order. No school has been denied funds permanently, i.e., debarred, for lack of compliance with an affirmative action plan or for the failure to produce a plan.

In conluding, I am reminded of a New Yorker cartoon which showed terror and amazement on the faces of a planeload of male passengers when the pilot got on the intercom and announced: "Welcome aboard. This is your Captain, Margaret Williamson, speaking." Women have made some strides in the educational world and a few of our male colleagues may be looking at us with expressions of amazement and/or terror. But we need to progress much further; one or two women pilots or one or two women university presidents is not enough. Women are 53 percent of the population and we have within our ranks an enormous number of eager, competent and outstanding women who want an equal and fair opportunity to compete and to be judged on their merit. That is the goal we will continue to press for.

"LAW AND LABOR AS CAREERS FOR WOMEN"

(Remarks by Ruth Weyand)

At an early age I observed that lawyers as individuals exercised far greater influence over the course of history in recent times than persons identified with any other occupation. Those who shaped the American states, Thomas Jefferson, James Madison, James Monroe, Abraham Lincoln, Franlin Roosevelt; the fathers of Communism, Karl Marx and Nicolai Lenin; the architect of Indian independence and non-violence, Mahatma Gandhi, were all lawyers. The majority of those who have run all three branches of our government, executive, judicial and legislative, have been lawyers. In big business, Fortune Magazine, in an article in May 1973 on corporate legal staffs, lists an impressive number; not only do the large corporations have multimillion dollar legal staffs but in addition the majority of the presidents of Fortune's list of 50 largest corporations and 500 largest corporations are lawyers.

Lawyering is where the power and the control is and it is still a male preserve. Less than 3 percent of the lawyers in the United States are women. An article in the October 1973 issue of the American Bar Association Journal reported the results of a questionnaire on discrimination against women lawyers which had been answered by male lawyers as well as female lawyers. Surprisingly the males saw more discrimination against women lawyers than the females saw. 90 percent of the males, as compared with 72 percent of the females, reported that clients discriminated by refusing to accept women lawyers. 85 percent of the males, as compared with 60 percent of the females, reported discrimination in peer acceptance. Only 5 percent of the males, as compared with 8 percent of the females, felt there was no undue discrimination against women lawyers.

The questionnaire also covered women as physicians and architects. With respect to patient acceptance, instead of the 90 percent of the males who reported discrimination against women lawyers, the number of males who reported discrimination against acceptance by patients of women physicians was 35 percent. Incidentally, 7 percent of the physicians are female. At every point, except with respect to admission to the profession, discrimination against women lawyers was perceived as greatly in excess of discrimination against women physicians or women architects.

The highest paid occupations for men are in the medical and legal professions, with the median annual earnings in 1969 $25,000 for male physicians, $9,788 for female physicians,

$18,749 for male lawyers, $8,980 for female lawyers, according to figures in the August 1974 issue of the Monthly Labor Review. After painting this completely true and apparently dismal picture, I must hasten to assure you that, personally, I think the legal profession offers the greatest opportunities to women of any occupation.

Women lawyers are still sufficiently a rarity that a woman who is a lawyer is immediately singled out and asked to run for all sort of offices, serve on all sorts of boards, indeed a wide variety of options are always being extended to her. How long this unique quality will prevail is not clear, since women are flocking into the law schools.

My first encounters with prejudice against women in the law came as a terrific shock. It began the minute I tried to enter law school and has kept up almost daily since and still keeps surprising and shocking me. On both sides of my family there has been a tradition of equality for males and females. The credo was that a man does not know a woman cares for him except as a meal ticket unless she has an equal earning power. I had a female relative on my father's side of the family who practiced medicine in the early 1800's by masqurading all her adult life as a man. I have a cousin on my mother's side who for a half of a century has been an ordained minister with her own church. My mother was a college graduate and the principal of a high school at the turn of the century. My father picketed for suffrage during my childhood and was fond of quoting John Stuart Mill on the Subjection of Women. My brother was required to do the dishes as often as I was and I was required to clean the horses' stable as often as my brother did. My father did more cooking, cleaning house and washing of dishes than my mother. My only reaction then was that it was bad taste for him to brag so about his participation.

In my childhood I was continually schooled in the economics of discrimination against women. In my father's sociology courses I had been taught that the Salem witch trials and the burning of the witches was a phenomenon parallel to the lynching of blacks in the south. The woman who wanted to have her own blacksmith shop was burned as a witch in order to retain male supremacy just as 90 percent of the Southern lynchings had been preceded by dissatisfaction over a black's efforts to begin his own business or assert economic independence. The white male wanted at any price to have his dirty work, the menial chores, done by females and blacks. But I thought all this discrimination against women was ancient history until I appeared at the University of Chicago Law School to enroll.

That was in the days before legal aptitude tests and pre-enrollment applications. I presented myself with all the required credentials in proper order. But I was turned down solely because I was a female. That year, there were an unusual number of male applicants, so they decided not to admit females to the freshman class that year, after their conclusion that most females didn't pursue law seriously.

When I am convinced I am right I refuse to take "no" for an answer. I attended the University of Chicago Law School. There were professors who never called on women students. I volunteered in their classes without being called on. In the women's lounge we traded tales of discrimination and planned strategies of counter attack. Alice Greenacre, class of 1912, practicing probate law with her father and brother, invited all women law students to Thanksgiving Dinner with her if they weren't going home. There we met other women lawyers and got tales of the way they were treated by judges, with again that analogy to blacks. These women saw that the black lawyers faced exactly the same problems they faced. Black clients felt a white lawyer would get further with the judge and jury just as women and men felt a white male lawyer would get further with judges and juries.

Trying to get my first job in a law office was a nightmare. Five months of nothing but day after day hearing repeated explanations of why it wouldn't work. All the leading lawyers in Chicago saw me, the letter of introduction from Dean Bigelow--I had worked on the preparation of a new edition of Bigelow's Cases on Real Proyerty--or Professor Bogert, for whom I had done research, got me in for a gracious reception and an invitation to stay and visit as long as I liked. I canvassed all the lawyers in Chicago, building by building, but they told me that their clients would not accept me, their wives would be jealous. There were firms in Chicago in those days where even the secretaries were all male and the secretaries, both male and female, would walk out rather than take dictation from a female lawyer. If I wanted to be a secretary, they would be delighted to hire me. I could get more pay than the junior lawyers. Or the partner would be glad to help me get a New Deal job in Washington--he knew Secretary Harold Ickes.

There was no woman lawyer in any firm in Chicago at that time, who had not come in as a wife, daughter, sister or niece of a partner, as far as I could discover. In desperation I finally went to Dean Bigelow and asked him to change all my records to R. Weyand and omit all items that would show my sex. I was going to move to another state and masquerade as a man in order to practice law. Dean Bigelow made a few comments about my figure, my hands--I woulnd't get away with it. I insisted I

would smoke a big black cigar and blow smoke around so no one would ever get a good look at my hands or my figure. Within the next two weeks I had fine offers from three of the cream of the crop law offices.

From then on I never wanted for a job. Indeed, I had so many successes and was often so envied by men lawyers for the breaks I got, that it would be easy to say I never met discrimination. But there was a lot of discrimination, although in those days I pretended not to notice and if possible, turn all obstacles into assets. The first cases I got in court were those no one wanted to try because they were sure losers. These are the kind all young lawyers get for their first trials, except I probably got the worst of the worst. I won enough of the sure losers to get assigned all the cases I could try or argue, including many excellent cases involving major issues. Before I turned 30 I was with the government, the National Labor Relations Board, in charge of the presentation of that agency's cases in the Supreme Court of the United States and presenting oral arguments in the Courts of Appeals. The men lawyers asked me to apply for a position supervising them and I did. If any man did not like my supervising his briefs I never knew it. So there were a lot of positives.

When I decided to become a lawyer, it was not merely a lawyer I wanted to be but I wanted to be a lawyer on the staff of a union. It took me 35 years to get there. Throughout the 35 years I made almost continuous efforts to get hired by a labor union. Again the same story about members not being willing to accept a woman lawyer, and I had better credentials than the men continually getting jobs for which I was rejected.

I finally found after 35 years of trying to get there, a union that would hire me and I am doing exactly the kind of legal work which I have always wanted to do. Advising workers of their rights, trying labor cases in court and before arbitrators, writing monthly bulletins on legal developments, meeting with officers to help them understand labor law, assisting in drafting and negotiating contracts. For workers, the terms and conditions of employment fixed in the collective bar aining agreement have far greater effect on their lives than laws enacted by Congress. The grievance and arbitration procedures are more important to the worker than courts of law. The relations between black and white, male and female, on the day-to-day basis, in the plant, of sharing fairly and equally job opportunities and economic rewards, are the key to a sound social order. If the millions of workers, on a day to day basis can work out in their unions systems for sharing work and pay that are accepted and participated in by black and white, male and female, we have the basis for true democracy.

Labor unions are another male preserve. The top boards of the AFL-CIO, the National Executive Board, the National Executive Council, have never had a woman member. No international union has a woman president. Even those unions predominantly female in membership have always had male presidents and male top officers, as for instance the International Ladies Garment Workers Union, the American Federation of Teachers, the Retail Clerks.

The women in the American labor unions have now formed a Coalition of Labor Union Women, called CLUW, for the purpose of furthering the interests of women in the existing labor union structure, organizing unorganized women, and ending discrimination against women in employment.

The union of which I am Associate General Counsel, the International Union of Electrical, Radio and Machine Workers, AFL-CIO, has about 100,000 women members. We have had as many as three women members on our international executive board at one time. For many years Mary Callahan chaired the Electronics Conference Board. We have women organizers on our staff, some of whom have been on their jobs for a dozen or more years. We have 20 or 30 locals with women presidents. In plant after plant we have women stewards and women serving as officers in the local and on the local's executive board.

The IUE has a nationwide program for achieving equality on the job for all the women it represents. This program also includes the elimination of discrimination because of race. We have canvassed all our locals asking them to fill out guide lists covering all areas of possible discrimination, with form letters to send to employers to request detailed information on wages and job assignments broken down by sex and race. We attempt to negotiate to correct all unequal pay, discrimination in job assignment, failure to post vacancies, failure to allow pregnant females to work as long as able and when disabled to receive the same benefits as other disabled employees. With many employers we have been successful in negotiating to eliminate all discrimination. Where we have been unsuccessful we have filed appropriate legal proceedings to correct the discrimination. We have filed and have pending suits against major corporations for equal pay for females and to secure job posting so all employees, black and female, as well as white male, have an equal opportunity to obtain better positions. We have just won a suit against General Electric Company holding that women disabled by childbirth or a complication of pregnancy are entitled to the same sickness and accident benefits as are paid in cases of other disabilities. GE has appealed this case.

I commend to all women the occupation of lawyer and labor union representative as offering opportunities for meeting challenges which must have successful solutions if anything resembling a just society is ever to emerge.

"WOMEN ENTREPRENEURS AND IN INVESTMENTS"

(Remarks by Julia M. Walsh)

The brokerage and investment industry functions as a means of raising and distributing capital in our economic system and providing a system of which we can have public ownership of capital. We also,hopefully provide a liquidity factor in capital markets. Our business has not attracted many females. In the industry itself, we have a fair portion of women in housekeeping jobs, administrative positions. We also have a good number of well qualified women in research, because this is an area which they fit very well effectively.

In my part of the business, that part which deals with the management of money and where the compensation is based entirely upon commission achievement, there has been tragically no interest on the part of women workers. I have felt very strongly, that for the most part for whatever reason, traditional, background, or whatever, the woman business person is not by and large a risk taker.

Our business is one of the largest risk oriented business there is and one in which people enter with the idea of making a financial gain. Not only is she not a risk taker in terms of her career, but she is not in terms of her investment philosophy personally. In addition, I have a strong contention that women are not necessarily motivated by financial accomplishment, so much as they are motivated by the need for security.

My experience in dealing with women as investors,is that most of their decision making as it relates to business is extremely conservative. The best example we see of this philosophy is in the fact that there are so very few women entrepreneurs in this country, because the very entrepreneur function is fraught with financial risks.

A great deal of the thinking of women my age group and a bit older--because I do not quite remember the Depression well--and if I did I wouldn't admit it, has been dominated by the economic happenstances of the 30's. Our generation of women haven't outgrown that. By and large all of us who remember the Depression either directly by participating, women fifty five or over, or by family tradition, have been affected by it. The Depression seriously damaged the entrepreneur spirit of our generation. I find this tragic, but realistic. I hope that in the past several years women risk taking has been re-introduced. Even politically, risk taking has certain economic overtones. I believe that economics pretty much determines everything, and for the mother of twelve that is a realistic point of view.

I believe very strongly that until such time as women gain economic power, not only as consumers, which is where our basic economic power is now, but also in decision making capability through our business system, a great deal of our potential will not be developed. There must be some wealthy women, who hopefully have achieved their wealth through their own channels, which is very difficult to do, that can bring these forces to bear to move us into more profitable areas.

I want to share an experience with you that has proven to me the need to look at ourselves as an economically viable part of society. Until we are economically viable, individually and collectively, we will have few real opportunities. Our opportunities are best when we are needed in all categories of society; that is when we make our fastest progress.

I graduated from Kent State University and entered the Foreign Service. I came into the Foreign Service in 1945-46, at a time when women had the greatest kind of advantage. I entered the Foreign Service at that time in history when I was needed, the men were not available, they were at war, people were needed and I had all the qualifications. Three and a half years later, when I decided that I was going to marry, no consideration was even allowed me as to whether I would stay in the Foreign Service or not, you automatically got out. As late as 1957, when I lost my first husband, I wanted to return to the Foreign Service, again I appeared and was turn down. At that time I spoke a foreign language very much needed in the Foreign Service, Turkish, and they said, "Well, we wouldn't think of a woman with four children being in the Foreign Service." Economic turndown, apart from all the other disadvantages, limits women's access to society.

I entered business as a lark. It was a good business to enter because it was on the comeback from twenty years of the results of the thirties. The competition was not very strong because again there were not many men or women entrepreneurs. The whole new movement of growth stock and inflation hedges were just capturing the imagination of people with surplus capital and the huge institutions of this country.

I became a partner in 1959, which was fairly early. By 1962 they thought that my background needed up dating and they decided to send me to the Harvard Business School to be the first woman to break down the doors of that institution in the Advanced Management Program.

I arrived at Harvard Business School, a hundred and sixty fellows and me--the proportion I rather enjoyed--until I found out the problems. I almost did not make it, because I was so

drummed out of the system, that I almost flunked out at the end of the third week because I could not keep up the homework. I didn't feel I was dumb and did not know what was happening. Casually at the end of the third week one of my classmates invited me to go over for breakfast to join them in a discussion before class of the case we were studying which involved a woman's point of view. I had not had any day today communication with them except in class, since the system was so organized. Well, I arrived at that breakfast and found out that the system was that we took all eight courses that were given, divided them up among the eight fellows. Everybody did two parts of the eight pieces of homework and met for breakfast and shared their knowledge. I had been trying to do all eight parts of the homework and no one had bothered to tell me that wasn't the system. I never missed one breakfast since then!

I went into that course as a business woman and came out as a business person. I saw myself in the business doing what one did to be most effective and most successful and profitable, and doing it a whole lot better, a whole lot more effectively, and a whole lot more economically rewarding. For the first time I was in an environment where I could see that these men had as many problems as I did and I could tackle these things forgetting that I was a woman and operating at their level.

I remarried shortly after that course, a very successful business man who had seven children; I was a widow with four boys. We put that together and they are not cheaper by the dozen. So my economic motivation has not been lessened.

Recently I got involved in a program at Simmons, an MBA program for women in management, and I want to share it with you because it is one of the tools that all of us must work together to develop. This program is the first Master's program in management that has a flexible factor, offers great adaptability as to hours, and life credits acceptance. It offers a very good opportunity for the woman who wants to get her Master's degree in management.

We must develop among ourselves a power base. It is absolutely essential that we develop some women in decision and policy making positions in the business world so that we can progress. Because nothing has happened at the top level of management of American industry where the woman is concerned. Women are moving up through the lower levels where progress has been made, but I have not yet met with a woman decision maker in American industry. And we have to change it.

There are three ways you must look at yourself if business is your interest:

1. It is time we all reexamined our need for security and redefine security. We must be able to take some calculated risks, not speculations, but looking more realistically not only at job training and opportunities, but at our own economic environment so as to attempt to develop the most we can with our own assets.

2. If you are looking at business, look at every possibility to develop your credentials. In the arena, the better your credentials are, the better chance you have of being able to compete. No one of us wants to trade on the fact that we are a woman; we want to be able to trade on the fact that we are able to do it as well as the male counterpart--not necessarily ten times as well--but to be competitive and have as good credentials.

3. The most exciting and rewarding part of all the last year when I have been deeply involved with the graduate program is to see the disappearance of the myth that we can not work together as women. There is a real change taking place in the supportiveness of women toward each other and the willingness to work and help to provide opportunities, entry, and when necessary power, to accomplish certain things for each other and with each other. No longer can we afford the syndrome that we can't work together either above or below each other. We certainly can work cooperatively on objectives that are common to all of us, though separated maybe from ones own particular career.

Nontraditional is still nontraditional in business, but it is more fun than any of the others because two things can happen to you: You can find that fighting the battle there are still more rewards to be won; those rewards can be the same rewards that motivate men--and you don't have to apologize for it--and that is visibility, and financial success. The more visibility and financial success we have, the more clout we have and the more we can push together for each other.

"WOMEN IN THE CONSTRUCTION INDUSTRY"

(Remarks by Eva S. Poling)

I am the member of the panel that possibly does not have the same background as the rest of the other panelist. I started in a temporary job as a clerk in a store when I was very young and made $18.00 a week. I did not have any skills; my father was convinced that I should go to college and I was convinced that I should get married. I got married and grew up together with my husband.

I found out very early that there was not any future as a department store clerk and that construction paid more than any other area at that time. I taught myself to type so that I could get a job with a mechanical contractor as a $40 a week clerk typist, and try to acquire the secretarial skills. Everything that I learned in the business world has been self taught, until the time that I reached the position of taking courses.

A secretary is a locked-in position. It is what you are expected to be. If you are a good secretary, the man is unwilling to give you up if there is a position that you could advance into. That means that he would have to go through the problem of training someone else. After five years with the mechanical contractor, the opportunity presented itself to work for a trade association of mechanical contractors. I have been there for 18 years. I went in as a secretary and assistant to the Executive Secretary. Behind the scenes and for many years, I kept improving my skills and abilities with management and labor.

Construction is a very conservative industry, so much so that some of the companies never had a woman in their office until ten years ago. Many reasons were given, it was not a place for women, the language was bad and others.

Therefore, these construction owners would put up with a man pegging at a typewriter. Do you think that they would have permitted this inefficiency in the field, in the actual construction job? Never. They began to find out that they really needed a woman in the office. Someone suggested my name and I took the job.

I do not feel that I was discriminated against as a woman. They just never thought of it. It was traditional in the construction industry that women do not do this type of job. You are dealing on management side with labor unions, sitting in negotiations and doing all these things that women have not done before. How did the unions accept me? They were great. When

I first started going to the meetings the title was changed to Executive Vice-president. The men would swear and excuse themselves. I told them that they were making me feel different, that I felt I would never be accepted if they kept excusing themselves every time they talked. What eventually happened was that they began to be careful about their language and the entire climate of the meetings improved. There was a calming influence, more work got done and everyone thought before shouting at one another.

Where do women fit in in the crafts? So much emphasis is placed in college education that we forget about those jobs that are so well paid and give you economic security. Because they have a certain title as plumber, pipe fitter, welder, carpenter, or other, people are discouraged from entering those fields.

The public image of the construction industry is very low. The public does not think of the way of life this industry has given our country. We have schools, hospitals, homes, all air conditioned. Anyone who is interested should be proud of being a part of such an industry.

We all work for the same reason, financial, and financially it is good. A person with a high school education can be making $30,000 a year. There is nothing wrong with this. An agreement recently settled on the West Coast was reached with a plumber who next year will be making $30,000 per year, for a forty-hour week. In an apprenticeship program, you are well paid from the beginning. Someone graduating from an apprenticeship program at the age of 22 can be making $20,000 a year. How many of the recent college graduates will be making that? Everyone is not college oriented.

The National Association of Women in Construction, of which I am president, has been working to elevate women into middle and top management positions. We want to take the women out of the locked-in positions and have them step into middle management and be ready. The Association has developed its own educational programs to help those who do not want to stay in the traditional jobs and who want to go into the trades, giving them advise, opportunity and orientation.

Everyone wants to do something in which they are happy and in which one is satisfied economically.

Audience Reaction

Q. What is the percentage of women in crafts in construction industry? 1/

A. (E. Poling) - The figures are extremely low. Construction is an extremely conservative business. I was recently at a meeting on "Minorities and Women Revolutionize the Construction Industry." The men are more worried over the participation of women than of minorities. They think that if women go out into the fields, automatically that job is dead.

Q. What is meant by nontraditional occupations for women and how is the future perceived for women in decision-making at the higher levels of government, as President of the country, cabinet member, as opposed to police women, fire women, lower levels?

A. (L. Maurer) - We are moving there. These positions at the state and local levels are building a body of experienced women in decision making. As we build the kinds of experiences we need and have more women participating in all levels, then the acceptance will come. We should expect it and should push along these lines.

We are beginning to move, but it is the first trickle. There is a woman running for governor of the state of Connecticut, another running for Lieutenant Governor in Idaho.

A. (B. Kilberg) - To follow up on what was said, our traditional market at Mt. Vernon College has been a traditional young woman. When we ask some of the young women who do not go to Mt. Vernon what they do, we are finding that they are not going elsewhere to college; they are doing other things because they are beginning to rethink what the traditional college level education offers. It doesn't get you a job. Some of them are going into the crafts, others into business and many other places.

We took a market survey and as a result put in four B.A. programs that are career oriented. We put in Special Education, Communications, Business Administration, Community and Public Affairs, and Interior Design. The most popular

Ed. Note: 1/ In 1970, women were 1.2% of the crafts and kindred workers in the construction industry.

are Business Administration and Communications. Older women returning to schools and younger ones from a traditional background are flocking to those two fields, and into other nontraditional occupations. The fields no one wants to take are history, languages, English, because there is no employment or prospects of it in these fields. Women's colleges will disappear, unless women do something about it. In the past decade women's colleges have decreased from 240 to 150. If we are talking about keeping alternatives available in education, large schools, small schools, schools of one sex, women's colleges are an important option.

A. (E. Poling) - May I add that McGraw Hill's Information Systems says that by the year 2,000 this country will rebuild itself. We have been thinking in terms of the energy shortages, the tremendous nuclear power plants that are coming up. Where are all the people that will do this work? There are not enough qualified journeymen available, so when you start training people, part of the people will have to be women. There is nothing unusual about this. During World War II women built all the planes and all the ships because it was necessary. Welding is one of the trades that is very much needed. In the next three years there will be a need of 15,000 welders, women can certainly do that work.

Q. What has been the experience of successful people in getting into the fields of law, and medicine in which the committees of admission behave as a close corporation, or an exclusive country club, in which preferential treatment is given to the sons of physicians and persons in the health field?

A. (R. Weyand) - Today, if any of you have read the Douglas opinion in the case involving Oregon on reverse discrimination, you will find that Law Schools admit on the basis of the examination given.

This examination has never been validated and women who have the highest grades in the best colleges get much lower scores than the men do on these examinations. You have to get about 740 to get into Yale and women with straight A's in college are coming through with 400 and 500's in this examination. The law schools are making a real effort to admit women. Fifty per cent of the law students at Rutgers Law School are women; Catholic University Law School has had a female freshman class of 30%. In spite of the examination, women are flocking into law schools. However, those examinations are very sex biased.

SECTION II

The Role of Government, Non-Government Organizations and Voluntary Associations in Promoting Nontraditional Training and Employment Opportunities for Women

"THE WOMEN'S BUREAU IN THE U.S. DEPARTMENT OF LABOR"

(Remarks by Mary N. Hilton)

I count it a particular privilege as a person who has spent a large part of my professional life in the Women's Bureau, to give you a brief description of the role that the Women's Bureau in the United States Department of Labor has played in helping working women in this country move toward full and equal participation in our economic life.

For fifty-four years now this agency has been the special representative within the Federal Government for women, has identified and voiced their concerns, has provided information and assistance to them, and has been an advocate for needed action. I believe it is fair to say that in many ways the Women's Bureau has been an essential and integral part of the women's movement in this country.

The value of such a Government agency, for which our Bureau provided the first model, has been widely recognized. The Inter-American Commission of Women and the United Nations Commission on the Status of Women have, for many years, recommended establishment of women's bureaus and national commissions on the status of women to promote, generally, the improvement of women's economic, social, and cultural life, and to provide opportunities for women to exercise their talents and abilities to the benefit of society as a whole.

Our Bureau was established by Congressional Act in 1920 with the mission: "to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunities for profitable employment." It has as its constituency--the people for whom and to whom it speaks--the 35 million women who are in the labor force today and the millions of other women and girls who are potential workers. This means that today the Bureau is concerned with virtually all the women in the United States since we know that at least nine out of ten of the girls now growing up will work at some time in their lives.

The Bureau carries out its work through a small staff in its national office and ten regional offices. As the Nation's social and economic conditions have changed, and workplace standards improved, the Bureau's concerns have also changed and it is called upon to work toward new goals and set new priorities.

In 1974 the Bureua's primary goals are to eliminate discrimination against women in employment, to improve women's employability, and to increase job opportunities for women.

To accomplish these major objectives, our current programs are directed toward informing women of their legal rights, and existing laws prohibiting sex discrimination in employment, and providing advisory services to employers engaged in developing affirmative action programs to eliminate sex discrimination in the hiring, training, and promotion of women. While the Bureau itself does not administer any laws, it cooperates with enforcement agencies by pointing out areas of discrimination experienced by working women, and it provides information and advisory services to agencies, groups, and individuals interested in legislation to improve women's status.

The Women's Bureau pioneered in sponsoring consultations on women's employment with employers and union representatives and the model we developed has been repeated many times all over the United States by other groups.

Another very important aspect of our present program is concerned with improving opportunities of women and girls for better vocational counseling and preparation for employment, including apprenticeship and on-the-job training. It urges educators and employers to open advancement opportunities that will elevate the status of women who are too often found in low-skilled, low-wage occupations and promotes the entrance of women into fields that traditionally have not been open to them.

This year we are sponsoring a series of conferences directed toward encouraging employers and unions to open up avenues for advancement and more opportunities for women as apprentices and in all kinds of nontraditional jobs.

Much of the material we prepare for public distribution--and which is widely used by educational institutions and the media--is directed toward expanding the types of job opportunities open to women and encouraging girls and women to prepare and train for such jobs.

The Bureau also encourages, assists, and develops special pilot projects designed to demonstrate how women can be trained and placed in nontraditional jobs. Better Jobs for Women is one of those projects.

An integral part of its work is the Bureau's concern with opening channels of communication with groups in need of special assistance--young women, Black, Spanish-Americans, American Indian women, and Asian Americans--and to make our technical and advisory services available to them.

In carrying out its program the Bureau works with women's organizations, commissions on the status of women, government agencies, employers, unions, community groups and other organizations and individuals interested in the status of working women. We always welcome the occasion to share our findings and experiences with groups and individuals in other countries. We are delighted to have this opportunity to share with all of you.

There can be no doubt that the United States Women's Bureau has been an important part of the process that has brought the status of women in the United States to where it is today--to the point where new nontraditional opportunities are opening in private industry, in Government, in educational institutions, and in political life.

"FEDERAL LAWS AND ORDERS ON SEX DISCRIMINATION"

(Remarks by Pearl Spindler)

I will give some brief highlights of major federal laws and orders on sex discrimination. In our country, in my view, we have excellent laws prohibiting sex discrimination in employment. We have federal, state and local laws. It is our job in the Women's Bureau to inform and spread the word to as many people as to what these laws are. Once women know that they have available such tools, they have much greater opportunities to get into nontraditional jobs and to get into any employment they want.

Briefly, the laws that we are describing are:

The Federal Equal Pay Act. This Act was enacted in 1963. It is part of our Fair Labor Standards Act and prohibits discrimination on the basis of sex in the payment of wages for equal work on jobs that require equal skills, effort, and responsibility, and that are performed under similar working conditions. As of July 1, 1972, the protection of the Equal Pay Act was extended to executive, administrative and professional employees and to outside sales personnel, who had previously been exempt from coverage.

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 prohibits discrimination in employment based on sex, as well as on race, color, religion, and national origin by employers of 15 or more members, and labor-management apprenticeship programs. This Act covers state and local government agencies and public and private educational institutions. Excluded from coverage are Federal and District of Columbia agencies, Indian tribes, federally owned corporations, State and local elected officials and their personal staff. 1/

The Equal Employment Opportunity Commission, which enforces Title VII, has issued "Guidelines on Discrimination Because of

Ed. Note: 1/ On August 18, 1974, The Washington Post published an account of discriminatory hiring practices in at least 20 congressional offices, "Job orders from the offices of 19 representatives and one senator, given to the congressional Office of Placement and Office Management, contain such phrases of racial and religious discrimination as 'No Minorities,' 'White only,'..." Most of the applications called for female stenographers, receptionists and clerk typists.

Sex," to carry out the intent of the law. The guidelines bar hiring based on stereotyped characterization of the sexes, classifications or labeling of "men's jobs" and "women's jobs," or advertising under male or female headings. They specify that State "protective" labor laws, which prohibit or limit the employment of women in certain occupations considered hazardous, or in jobs that require lifting or working during certain hours of night, cannot be used for refusing employment to women.

The revised guidelines prohibit excluding from employment an applicant or employee because of pregnancy. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, should be treated as temporary disabilities under any health, disability insurance or sick leave plan available in connection with employment. Accrual of seniority, reinstatement, and payment under such insurance or plan should then be applied to disability due to pregnancy or childbirth as to other temporary disabilities.

Executive Order 11246, as amended prohibits employment discrimination based on sex, as well as on race, color, religion, or national origin, by Federal contractors or subcontractors who perform work under a federally assisted construction contract exceeding $10,000. Coverage includes all facilities of the contractor, regardless of whether they are involved in the performance of the Federal Contract.

The Office of Federal Contract Compliance (OFCC), which enforces the order, has issued "Sex Discrimination Guidelines." The Guidelines state, among other things, that contractors may not advertise under male and female classifications, base seniority lists on sex, deny a person a job because of State "protective labor laws, make distinctions between married or unmarried persons of one sex only, or penalize women in their terms and conditions of employment because they require leave for childbearing." The guidelines specifically require the granting of a leave of absence to an employee for childbearing and reinstatement to her original job or to a position of like status and pay, without loss of service credits.

Order number 4, issued by the Office of Federal Contract Compliance on January 30, 1970, required non-construction contractors with 50 or more employees and a contract of $50,000 or more to take affirmative action, particularly in setting goals and timetables for the employment of minorities, a group that has been underutilized. A revised Order No. 4 requiring goals and timetables for women as well as minorities, was issued on December 4, 1971. Contractors were required to incorporate the requirements for women in their existing affirmative action plans.

Ninety five percent of the equal pay cases are resolved before they reach the courts. We have the laws, the women in the United States have the tools at our disposal. Know those tools and use them.

"BETTER JOBS FOR WOMEN PROJECT"

(Remarks by Sandra K. Carruthers)

In the past decade, some significant breakthroughs have taken place to improve the socio-economic status of women, women "firsts" are becoming more visible in nontraditional roles and ocuupations. However, we must learn to separate symbolic breakthroughs and token concessions from the steady advancement in economic development for women. We are still faced with marked differences in economic status between the sexes. The clues to the reduced earning power of women is in the occupations they fill.

Better Jobs for Women strives to change that economic imbalance by opening the skilled trades and crafts to women. Funded by the Department of Labor and sponsored by the YWCA of Metropolitan Denver, Better Jobs for Women is an outreach program designed to place women into skilled trade and craft apprenticeships and on-the-job-training positions, such as plumber, carpenter, operating engineer, machinist, etc.

In its three years of existence, Better Jobs for Women has place 170 women in approximately forty different occupational areas--all in full phase training programs in trade occupations. A prime focus is the recuitment of minority women and women heads of household, as well as under employed and unemployed women.

Traditionally, women have not been exposed to the trades,nor to the knowledge of the entry procedures or experiences often prerequisite to entering the trades. It takes more than a hard hat for job protection, but a hard head as well for women to endure the health and safety hazards--other than physical--involved in their choice of occupation. The sign seen at the entrance to many construction and industrial sites holds very true:

DANGER Anyone entering this site must wear a hard hat as required by law. Health and safety are the responsibility of everyone.

Better Jobs for Women evolved its outreach concept of providing special recruiting, rendering supportive service, tutoring, placement and follow-up as its responsibility to the health and safety of the woman entering the trades.

The woman entering a nontraditional occupation often experiences isolation and the psychological stresses of proving herself, not to mention the discriminatory behavior of her male co-workers. Better Jobs for Women assists her in overcoming her own insecurity. The staff also helps in the selection of a trade according to her abilities and interests, as well as preparing the woman to the realities of the chosen occupation. Does she prefer to drive routes making large deliveries from city city to city, or help build the concrete foundations for a new bank building, or take apart and repair a Xerox machine? Those are some of the questions which help a woman in selecting and learning a new skill. She also requires physical reconditioning and recognition of the negative attitudinal burden of invading a man's territory, so as to be prepared for the challenge and load involved in entering training.

Applicants are assisted in the necessary processes for dealing with employers, unions, contractors, and Joint Apprenticeship committees. As part of its job development role, Better Jobs for Woman also seeks out key segments of the economic community and improves communications with them, gaining commitments from employers for trade training opportunities, direct on-the-job-training and working out procedures for entry, qualifications and competitive salary potential.

Trainees receive tutoring and instructional services to maximize the probabilities of passing entry tests and oral interviews, and to minimize anxiety, fear and failure. The instruction is geared to acquaint women in the technical aspects of the selected trade and to refresh in reading, mathematics, spatial relations, and mechanical comprehension where necessary.

Placement is not the sole goal of our program, but retention of enrollees in the training programs. Oftentimes, the woman is the only woman on the job site, a lonely and non-supportive situation. Therefore, follow up gives her a feeling of being connected and offers the support and opportunity to share experiences that are crucial to continuing in her chosen trade. The employer also needs the same supportive services so that they can better provide a positive employment atmosphere.

Women who wield hammers, wrenches, drive heavy equipment with the determination and competency of any man will continue to shatter the myths. But we must make sure that we measure these changes not in terms of "firsts," but in terms of whether women are making steady advances toward narrowing disparities in income and exerting influence on our institutions.

We still have a long way to go. Still, as Theodore Reik wrote, "In our civilization, men are afraid that they won't be men enough and women are afraid that they might be considered only women."

"THE DISTRICT OF COLUMBIA COMMISSION
ON THE STATUS OF WOMEN"

(Remarks by Dorothy B. Ferebee)

The District of Columbia Commission on the Status of Women, authorized by the Mayor of Washington to conduct studies, promote consultation, review progress, and recommend constructive action toward improving the status of women in the District, has been actively engaged since 1967 in methods and strategies to assist women toward recognition, career training ane employment in all areas of work. Our job is to collect and disseminate information on the activities of groups concerned with opportunities and advancement of all women.

Looking to aid women in nontraditional jobs, the Commission has primarily used the channels of communication through correspondence, consultations,conferences, and questionnaires to ascertain the areas and organizations where training and employment of women in nontraditional jobs are in progress or in prospect.

In March 1970, the Commission did an intensive job in attempting to overcome traditional attitudinal patterns and practices, serving to keep women in limited types of jobs, and out of management and policy-level positions. Quickly following up a newly enunciated procedure by the new Chief of Police to recuit and to utilize women in the Police Department, and to eliminate previously held sex discriminatory educational qualifications, the Commission kept in close contact with the Chief urging him to utilize women in a wide variety of positions, with the result that 105 women were employed, with 71 others under review. This number compared with 45 women in the previous year was a good beginning. Although some discriminatory practices existed requiring a college degree for women, compared with a high school diploma for men, along with specific height and weight requirement for men and women, these practices were soon erased. Today, there are 246 police women, serving as traffic officers, scout car officers, in pistol range training, and body protection maneuvers in all areas open to men at the police academy. The differential educational qualification has been removed, so that for both men and women only a high school diploma or its equivalency is required.

In the Office of the Chief of the Fire Department, reports indicated that very few women had applied, and those were rejected because regulations formulated by the City Council offer employment to men only. Before consideration and recognition can come to women, the City Council must rewrite regulations for Fire Department assignments. The Commission will follow

thru on an appeal to the City Council.

The voluntary organization of Washington Opportunities for Women known as WOW, has moved into the area of nontraditional jobs for women under an agreement with the Department of Environmental Services to provide training in waste water treatment, as plant operators. Sixteen women from the disadvantaged community are being trained for jobs formerly occupied by men only. This organization is working also with the Laborers Joint Training Fund to provide training for twenty-four women in the construction trades. These nontraditional jobs are an important breakthrough in blue collar jobs for women.

The Chesapeake and Potomac Telephone Company reports that women are now being employed in jobs formerly closed to them: to install and repair telephones, to work on what is known as a frame job where large numbers of wires are inter-connected, and in street man-holes where wires are spliced and thousands of pairs of wires are handled and routed.

In Higher Education, while not strictly a nontraditional career, women are by-passed for career promotion and policy-making positions and unrecognized for their worth. The Commission has had conferences with the nine university Presidents in the District outlining its concern and following through with faculty committees and affirmative action questionnaires. All women's organizations must work harder to bring more women into these occupations too long closed to them.

The Commission on the Status of Women is aware of the need to open up nontraditional areas for women in the fields of management and policy making. The Commission will scan closely academic institution curricula to determine where and what training possibilities are in progress. The Commission believes that women members of Boards of Trustees in various institutions throughout the country, can guide Trustee deliberation and approval toward courses in new career development in fields of Management and Policy-making, thus creating new and widening opportunities for women in the area of management, traditionally dominated by men.

The Commission on the Status of Women will continue its pressures for the recognition of women wherever their inclinations lead, because of its firm belief that women's entry into nontraditional employment fields, will widen their job opportunities, and will foster confidence and a new self-image.

"THE NORTH AMERICAN INDIAN WOMEN'S ASSOCIATION"

(Remarks by Agnes M. Dill)

American Indian people suffer from chronic unemployment and underemployment far below that of the nation as a whole and at a rate unmatched by any other minority group. Nationally, our unemployment rate stands at least 40 percent and in some areas as high as 85 percent. In the Southwest, where I am from and where one fifth of the total Indian population resides, the unemployment rate is 40 percent in New Mexico and 50/60 percent in Arizona. If a survey was made on just Indian women, I am certain that these rates of unemployment would be much higher. Only 35 percent of the Native American women are in the labor force. Furthermore, the 1970 U.S. census shows that 40 percent of all Indian families live on incomes far below the poverty level.

Most employability problems are shared by all Indian people alike. Mainly these are:

1. Language barriers
2. Lack of orientation to non-Indian work and social practices.
3. Cultural barriers
4. Inadequate education and skills training.
5. Discrimination.

These problems are even more acute for Indian women because they deny them the freedom to prepare for and to enter employment suited to their individual interests and abilities and to advance and achieve to the extent of their capabilities. Most Indian women view the usual employment recruiting channels as not applicable to them. Consequently, these channels are not adequate for effective recuiting. Even if our Indian people were to utilize the services of the various employment agencies or centers to the fullest extent, the employment personnel would find it very difficult to use the ordinary means of employment assistance.

What are considered nontraditional jobs by the greater society are not necessarily considered nontraditional by us because of our being on the bottom of the economic scale. Any job other than domestic work, nursing and teaching, clerical and secretarial would be considered nontraditional for most of our women.

The Northe American Indian Women's Association, founded in 1970 and recognized as a well-established national organization, is extremely concerned about the economic deprivation among our people. To help alleviate this problem, we have

developed a proposal for a national skills bank and are now seeking funding for this project. We hope not only to promote more and better training and employment opportunities for Indian women, but we will put great emphasis on creating entry into those areas of employment which have heretofore been unavailable because of discriminatory practices, lack of accessibility, lack of job skills, and perhaps worst of all, lack of inducement for upward mobility.

The Women's Bureau has been very instrumental in creating an awareness of nontraditional jobs among the members of our Association. The Bureau is planning for the publication of a pamphlet on employment and opportunities for the special use of Indian women and girls. Members of the NAIWA are so interested in this project that they have offered to help the Women's Bureau in the collection of materials for this publication. As the result of our involvement, we in turn are creating greater interest in Indian country in nontraditional employment.

As with many other minority groups, very few of our Indian people have entered law in the past. Now among those studying law are 34 Indian women. Seven or eight others are now in the process of taking their bar examinations. The American Indian Graduate Scholarship Program is supporting 52 women students, some of whom are going into the fields of medicine, business and school administration and architecture. These are some of the breakthroughs that are being made.

The Southwestern Indian Polytechnic Institute (SIPI), in Albuquerque, New Mexico, a Bureau of Indian Affairs secondary vocational and technical training institute, has trained and placed some young Indian women in nontraditional jobs. These might be of interest to you so I have brought a few slides I would like for you to see. 1/

This is only a beginning but the process has been set in motion. We Indian people pride ourselves on our perseverance, otherwise we would not still be around today. I can assure you that we did and will continue to develop the particular skills and abilities that are required to participate more fully in the technological, social and economic life of contemporary society.

Ed. Note: The speaker presented slides of young women training for opticians, for work in telecommunications and the electronics industry, in drafting, offset lythography, and as fire fighters.

"WOMEN IN COMMUNITY SERVICE"

(Remarks by Col.Mary Hallaren)

Women in Community Service has been a volunteer organization active in the promotion of nontraditional training and employment opportunities for women. It entered this field through the back door--the way women have entered many new fields. For Women in Community Service had its beginning in the nontraditional civil rights movement before it moved on to the nontraditional Poverty Program.

Ten years ago the women of five national organizations--the National Councils of Catholic, Jewish and Negro Women, the Church Women United and the Young Women's Christian Association--met in Atlanta. They had two purposes: (1) to protest the inhumane treatment of women and girls who had been jailed because of civil rights demonstrations; and (2) to convince merchants and restaurateurs that their future success depended upon integration. If the women had announced themselves as members of five national organizations working for women's civil rights they would have been in deep trouble. So, they called themselves Women In Community Service and, despite innumerable obstacles, they were reasonably successful in achieving their goals.

It was to this coalition of women that the President's Task Force on the War on Poverty turned--when Congress, pressed by Congresswoman Edith Greene, authorized the inclusion of women in the Job Corps. The proposed Job Corps training was certainly nontraditional for it was a program of total human renewal. It took the young woman out of a poverty pocket to a residential center hundreds of miles away and trained her not only in a skill and basic education, but also in home making and in child care. But first, the young women needed help in breaking out of the poverty cycle. Our organizations were asked if they would provide that help--reaching out to these young women, recruiting and screening them for Job Corps. The YWCA preferred the training field; members of the other four groups agreed to recuit and screen. They incorporated as Women in Community Service and were later joined by the American GI Forum Auxiliary and the League of United Latin American Citizens.

The first breakthrough came when the young women left home. You and I could go to the moon with less concern than many of these young women left home for the first time. In the beginning, training was in the typically female jobs--clerical, health services, retail sales, cosmetology and food services.

Also, in the beginning, the centers to which they were assigned were "for women only." Both situations have changed. The Job Corps, as well as Women In Community Service, have pressed for co-educational centers and the newer ones have been established for both men and women. One of the large old-line centers is in process of conversion. And it is hoped that the Civilian Conservation Centers, the last male stronghold, will open up to women. The only obstacle at this point is money to convert the living quarters.

Meanwhile, popular demand has opened up many training areas which formerly admitted only men. Women in the Job Corps can now train as electricians, carpenters, painters, plasterers, cement masons, bricklayers, welders--in fact, all available Job Corps automotive and construction training is open to women if they are physically able to handle the work. Credit for opening these fields to women goes to the organizations represented at this conference but it also took some sharp spadework to convince the Job Corps that women should be included in these areas.

The unions have been most supportive of the program. One, the Brotherhood of Railway and Airline Clerks (BRAC), has hired many of the Job Corps graduates. According to reports the young women are paid from $37-$42 a day--not bad for a young woman fresh out of a poverty pocket.

One of the programs to which our volunteers refer young women is the military. Also, as a former Director of the Women's Army Corps, I was concerned when I found that no one was speaking on that subject, for military service has been one of the great breakthroughs for women in this century. We are so accustomed to seeing female nurses that it's hard to believe that--up to the turn of the century--the Army used only male nurses. Women nurses, they said, would demoralize the troops. Finally, due to a critical shortage, they agreed to use women but--to quote one general officer--the nurses should be over 35, unattractive and wear a uniform that would conceal any charms that might be left over. How the Army has changed!

Again, with the outbreak of World War II, between pressures from the women and a shortage of men, the Army decided to recruit women for other positions. Initially, it was agreed that women could serve in four categories: as cooks, clerks, drivers and telephone operators.

It was not long before we changed all that. I remember in the early days of the war in Europe only men were allowed to pay the troops in the field because the payroll officers had

to carry a rifle. We saw no reason for men on an assignment which could be handled by women. So we promptly put our Wacs through target practice and put them on the job. This shocked some timid souls in Washington and we were ordered to discontinue the target training. That did not bother, because we had finished the training by the time we got the order.

We have come a long way since those days. Women can not only carry guns, they have now entered all areas of law enforcement. They serve in traffic control, the prevention and detection of crime on post, criminal investigation, military police. Their duties are the same as the me's but women carry a .38 revolver instead of the heavier .45.

Last May, the first Wac officer graduated from helicopter pilot school. Others are in training. Women are also eligible for training in fixed-wing planes, aircraft maintenance and traffic control. There are women parachute riggers. To qualify, they have to graduate from airborne school and make five parachute jumps.

Today, out of 460 jobs in the Army, 423 are open to women. The only restriction is in the combat arms--armor, artillery and infantry.

I'm sure you know that we now have women generals. And I expect that, one day, we'll have a woman chief of staff.

Women In Community Service have recuited more than 51,000 young women for the Job Corps and helped more than 200,000 others to attend literacy classes,return to school, get a job or enter the military. They have been learning to work across racial, religious and cultural lines. Theirs is not just a war on pverty; it is also a war against prejudice. As they assess their achievements over these past ten years, working together--Protestant, Catholic and Jew, black and white, Anglo, Indian and Spanish-speaking--they are learning the truth of the saying, "There is nothing so wonderful as an idea whose time has come," whether it is applied to civil, social, economic, or women's rights.

Audience Reaction

Q. How will the Comprehensive Employment and Training Act of 1973 (CETA) affect all mentioned programs?

A. (P. Spindler) - The Women's Bureau was instrumental in promoting the inclusion of women in the Planning Councils. However, women should make every attempt to see that women are in those Councils. The Women's Bureau is part of the Intra-departmental Coordinating Committee on Women of the Department of Labor. This Committee insures that the needs and concerns of women are considered in all activities of the Department of Labor.

Q. Title IX of the Civil Rights Act bars discrimination because of sex to any federally funded school program. Do you know what its status is?

A. (P. Spindler) - The regulations were issued to further expand it and comments have been requested. We have until September 15 to make comments.

Q. (Audience) - The problem with Title IX is that the secondary and vocational schools fall under the title, they have to open admissions to women, as do the graduate professional schools. However, all private institutions which are undergraduate or first degree seem to be excepted. So how are women going to get into graduate schools, if we cannot get in at the undergraduate level?

A. (Audience) - The regulations cover admission to any first professional school. That means if an engineering school begins on the B.A. level, it has to be open to women as well as men. There are organizations, such as the National Organization for Women, monitoring the regulations. It is up to women's groups and women ourselves as individuals to make sure that the regulations are enforced and admissions are not denied them.

Q. I am from the League of United Latin American Citizens. It would be remiss of me not to mention the fact that we are concerned for the minorities, especially the Spanish surnamed women in the United States. We face a double jeopardy; we are discriminated because of our ethnic background and we also face sex discrimination. I feel very strongly with my Sister Dill. We may have nontraditional occupations but our concern is also upgrading women in the traditional occupations they enter.

Between women ourselves we have discrimination. We have to remember that there are many that we need to work for and when we are talking about unity we must not forget our other ethnic groups.

Q. I am from Guyana. I want to expand on what has been touched on. If you are talking about hemispheric unity and upgrading the status of women, I am wondering if after wetting our appetite here, we can have a conference sponsored so that people from the developing nations can give their view point on how we can deal on upgrading the status of women. From the point of view of cultural and historical heritage, the woman in the United States will be facing her problem from a competitive and individualistic manner, which is not necessarily the approach that women from developing countries would take. We would be dealing more with cooperative, supportive roles. That has not been touched here. Could we concentrate on a conference just for developing countries?

A. (R. Johnston) - As U.S. delegate to the Inter-American Commission of Women, I would like to reiterate that the English-speaking Caribbean countries in the Hemisphere, join us in the Inter-American Commission. Do join me, the English-speaking person in the Inter-American Commission of Women, join our Spanish-speaking sisters, so that we can have that dialogue you are talking about. The programs of the Commission serve the purpose of which you spoke. These are the problems that we all face and this is the instrument we have to approach them. So I invite you to lobby in your government, and work for that effort.

Q. I would like to commend this group, but may I remind you of another area that has not been touched; communications has not been pursued. Public Cable is interested in the publics behalf in the coming of cable television. As it develops we would like to see women there in every facet, in employment as it develops. We could have some input now. Also, International Women's Year has projects in communications and media projects for 1975. Today, my taping operation has been so that we can retrieve the information in terms of impact on the International Women's Year.

Q. I think it would be very helpful to have a copy of today's proceedings. Is there any possible chance of these magnificent talks being printed? This whole day should be preserved for the history of the growth of women. I did research years ago on women in public speaking and today has been unique because women have done it all, but also because of the information given, which is unique.

A. (R. Johnston) - All of you have participated in Phase I of this Conference for women leaders. We wish to thank you for your interest and participation and hope that you have benefited from the day. Phase II will be a report of the day to be published in English and Spanish for dissemination to interested organizations and individuals here and abroad, and especially to share with our Spanish neighbors.

CONFERENCE SUMMARY

The experiential format of the conference, by nature and intent, was not one to elicit concrete conclusions, but to describe and suggest possible avenues of action. Yet, several major themes recurred throughout the day and they bear repetition.

A. What women themselves can do.

1. There are various approaches for women to enter and work in fields previously closed to them:

   sheer determination and persistence;
   demonstrated ability in a related field;
   use other activities, such as civic and community involvement as a training ground, stressing versatility;
   utmost preparation in the chosen field, developing excellent credentials;
   enter the field at a lower level and constantly upgrade the skills so as to be prepared as the opportunities develop;
   develop skills or experiences that set one apart from others competing;
   use every opportunity as a learning experience;
   learn the particular system of which you are a part, or have just entered;
   develop the ability to take calculated risks by re-examining and redefining your need for security.

2. Women should welcome and accept leadership roles, even though they may be a token gesture. Once in the leadership position, use your personal gain to break down the barriers for other women, sensitizing those around you and contributing toward changing their attitudes.

3. Individual women can use the means at their disposal, whatever their role, to influence policies of government and other institutions, so that these will be responsive to the needs of women and correct or enact programs which will benefit women.

4. Encourage other women to enter your field helping provide opportunities, entry, offering information, being supportive, and serving as a role model for other women, not overlooking the special role you can play in schooling family members, especially children, in the concepts of equality.

5. Work cooperatively with other women on objectives that are of common concern to women.

6. Work towards developing a power base for women by ensuring that there are women in decision and policy-making positions.

7. Economic power and decision making capabilities are vital to the development of women's potential; examine your own economic situation so as to develop your financial assets.

8. Women must rethink their traditional assumptions and career choices so as not to overlook those fields which offer a greater economic return; this might involve reassesing your views of the traditional liberal arts college education and increasing your orientation towards the crafts and skilled trades.

B. How nontraditional occupations can be promoted.

1. International and regional organizations, such as the Inter-American Commission of Women, can work with national women's organizations and governmental agencies concerned with women, to bring attention to the needs of employment opportunities for women in nontraditional occupations by means of seminars, conferences and workshops which focus on women's needs in their respective countries.

2. The Federal Government plays an important role in diverse forms, among them:

(a) The Women's Bureau of the Department of Labor, women's representative within the government, which voices women's issues and concerns, provides information, conducts consultations with employers and unions, works with women's organizations, and advocates for needed action in and outside the government structure.

(b) By enacting firm laws and orders prohibiting discrimination in employment on the basis of sex, requiring affirmative action plans, assuring that such plans and legislation are vigorously enforced and publicizing them among women, employers and unions.

(c) By establishing and funding specific programs oriented toward training and broadening employment opportunities for women.

3. Established community groups can solicit governmental assistance for funding of outreach and training programs designed to place women in nontraditional fields.

4. Women can form associations of volunteers, to bring attention to the special needs of women heretofore ignored, i.e. minority women; they can establish and become active in commissions to study the status of women, playing an advocacy role.

5. Voluntary associations or national organizations can form a coalition to work on specific common objectives, such as the promotion of nontraditional training and employment opportunities for women.

6. Conferences, such as this one on Nontraditional Occupations--The United States Experience can serve as a model for other similar conferences in which women from other countries discuss their experiences, the situation in their respective fields and the role that various agencies and organizations can play in promoting nontraditional training and employment opportunities. The Conference proceedings should be disseminated so as to allow for maximum exposure of the ideas presented, as well as to exchange information.

APPENDIX A

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APPENDIX B

MATERIALS DISTRIBUTED TO CONFERENCE PARTICIPANTS

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